
From: Susan Pcola-Davis <susanp60@yahoo.com>
Sent: Friday, April 10, 2020 1:01 PM
To: Young, Randall K T
Subject: Salary Commission 3% Raises

Susan Pcola-Davis
808-387-3061
94813 Leomana Way
Waipahu 96797

First I thank the Mayor for stepping up. I expect the rest follow suit. The public will be outraged. We are hurting. Its a lot of money for a few to benefit.

As Mayor Caldwell indicated that 3% raises are selfish right now.
It will cause a lot of unrest among the public. Especially those who are suffering waiting for unemployment.
Sent from Yahoo Mail on Android

Date: April 14, 2020
To: Honolulu Salary Commission
From: Therese Howe
[Email: theresehowe@hotmail.com](mailto:theresehowe@hotmail.com)
Phone: 808-498-2029

Subject: Proposed Pay Increases for Mayor, Councilmembers and Department Heads

Aloha Chair Sakamoto and Commissioners,

I am submitting this letter to register my opposition to the proposed salary increases as outlined in the April 3 agenda. No state government officials should be receiving pay raises this year or even next year, as it is unlikely the state will be able to recover from its economic losses by this time next year.

Right now more than 230,000 people in Hawaii are out of work due to the COVID-19 pandemic. I would hazard to guess that the majority of those job losses are in low-paying positions compared to these officials' current salaries as outlined in the April 3 agenda. Their salaries are already well above the median household income in Hawaii, which was \$82,906 in 2018 according to the US Census Bureau.

Based on my calculations in the table below, if the state has about \$340,000 in its coffers right now to pay for these increases, that money should immediately be used to help fulfill the staggering number of unemployment claims that are being processed.

I understand that Mayor Kirk Caldwell has asked the commission to not recommend the pay raises for this year. In addition to seconding that request, I would also request that the commission:

- Recommend NO pay raises for next year as well
- Allot the money earmarked for this year's pay raises for immediate disbursement to fulfill unemployment claims.

If you have any questions, please feel free to contact me by email or by phone.

Thanks very much,
Therese Howe

Position	Raise amount	No. of positions	Subtotal
Mayor	\$5,592	1	\$5,592
Council Chair	\$2,304	1	\$2,304
Councilmember	\$2,064	8 not including chair	\$16,512
Managing Director	\$5,352	1	\$5,352
Deputy Managing Director	\$5,064	1	\$5,064
Department Heads except those below	\$4,962	22 heads not listed below	\$109,164
Police Chief	\$6,168	1	\$6,168
Fire Chief	\$5,976	1	\$5,976
Medical Examiner	\$9,312	1	\$9,312

From: Tonya Grace <tonya@horsepowerhawaii.com>
Sent: Wednesday, April 15, 2020 7:36 **AM**
To: Young, Randall I <T
Subject: PUBLIC TESTIMONY RE: PIG PROPOSED PAY INCREASE ,

Aloha Salary Commission Members,

I am writing to urge you in the strongest of terms to FOREGO FOR 2020, and not merely to delay, the proposed annual pay raise of 3% for all job title holders of the Permitted Interaction Group.

The good people of Hawaii are reeling financially. Getting back on our feet is going to take a little while. Many business owners, like myself, are currently without any income and. let's face it., we have absolutely no guarantees of what our financial future will look like. We have not received stimulus checks, we have been unable to file and/or process claims for Unemployment Benefits, and the SBA Loans have not materialized for most--if any--of us.

In fact, most of us living and working in Hawaii are far from any reality that includes "an annual pay raise"and the majority of blue collar workers and essential service providers of Hawaii cannot even imagine a guaranteed income of the least of these current salaries of our elected officials. It would be a gross and callous move on the part of the Salary Commission to approve these raises for City & County elected officials when the constituency they represent is going without income and without meaningful financial resource assistance. Not now, not next month, not next quarter, not in 2020.

The rebound is going to be long and difficult for the constituents of Hawaii. I urge you to show your solidarity with them and to FOREGO FOR 2020 all proposed annual PIG pay raises.

Mahal°,
Tonya Grace
Business Owner
68-101 Waialua Beach Road Unit 201
Waialua, HI 96791
808.763.6066

From: Sina Ann Haimoto Mcshane <sinaann@hawaii.edu>
Sent: Tuesday, April 14, 2020 11:22 PM
To: Young, Randall K T
Subject: Salary Commission 4/16/2020

To whom it may concern:

I strongly oppose to the raises proposed for the City and County of Honolulu's highest paid public servants, The main reason being is Hawai'i will be in financial trouble in the coming months and the message this sends to the people of Hawaii, who also go by taxpayers.

For a moment I would like to talk about a pay deduction announced on April 14, 2020, only two days before the Salary commission is going to be held, it was announced there will be a 20% pay reduction for "most" public workers.

A uniform 20% across the board would be a devastating hit, especially for the people working with less income to begin with because living in Hawaii every bit of money counts. Instead of hitting every worker with a 20% pay cut, the state should consider basing a pay reduction on the amount of annual income a worker makes. The higher the income the higher the pay cut. If the state works from the top down, it will make a great difference to the vast majority of Hawaii.

Nonetheless, we aren't here to talk about a pay deduction, but a pay raise. It is well known everyone wants a pay raise, no matter if you make millions or if you go home with just enough to support your family, but insisting on a pay raise during this time is certainly out of the question. These positions up for raises are public servants, they are to serve the people of Hawaii. If these raises go through, what are they serving, what are they telling the people of Hawaii: we are not willing to do what is right by Hawaii.

Overall, calling for a pay raise is out of the question in these uncertain time. I won't attack the people or the way things have been handled during these scary times, but I will say think about the message this is sending. Think before acting.

Testimonial Information

Name: Sina-Ann Haimoto-McShane

Address:

46-283 Kahuhipa St, Apt 0706

Kaneohe HI 96744

Email Address: sinaann@hawaii.edu

Phone Number: 8083545995

Sent from my iPhone

April 15, 2020

Salary Commission
City and County of Honolulu
530 S. King Street, Room 202M
Honolulu, HI. 96813

Via Email Only: ryoung5@honolulu.gov

Re: April 16, 2020 Salary Commission Agenda

Dear Chair Sakamoto, Vice Chair Tamamoto, and Members of the Salary Commission:

Common Cause Hawaii is a nonpartisan, nonprofit, grassroots organization dedicated to upholding the core values of American democracy. Transparency in government is key to a healthy and strong democracy. Common Cause Hawaii provides the below comments regarding the April 16, 2020 Salary Commission Agenda.

Due to the COVID-19 crisis, the entire State is under a stay-at-home, work-from-home order, according to Governor Ige's Third Supplemental Emergency Proclamation dated March 23, 2020, and the City and County of Oahu is under a stay-at-home, work-from-home order, pursuant to Mayor Caldwell's Emergency Order No. 2020-02 dated March 22, 2020, both with certain exceptions.

By Gov. Ige's Supplemental Emergency Proclamation dated March 16, 2020, the open meetings law was suspended. "Boards[, however,] shall consider reasonable measures to allow public participation consistent with social distancing practices, such as providing notice of meetings, allowing submission of written testimony on agenda items, live streaming meetings, and posting minutes of meetings online." See Governor Ige's March 16, 2020 Supplemental Emergency Proclamation <https://governor.hawaii.gov/wp-content/uploads/2020/03/2003109-ATG-COVID-19-Supplementary-Proclamation-signed.pdf> at pg. 3.

The Salary Commission, unfortunately, will not even be conducting its April 16, 2020 meeting according to these minimal guidelines. The Salary Commission will not be livestreaming its April 16, 2020 meeting. This is unacceptable and a blatant disregard of transparency and the public's right to know.

Further, according to the April 16, 2020 Salary Commission's Agenda, the public may be able to submit written testimony, but no oral testimony will be allowed. Not permitting real-time testimony through remote access denies the public true participation in our democracy. Certain matters may arise during discussions between the Salary Commission members at the April 16, 2020 public meeting, which were not contemplated by a pre-written public testimony. This is why public oral, remote participation (for the health and safety of everyone) at meetings is so vitally important. Public, oral, and remote participation — interacting and having an exchange with our elected and government officials — is the cornerstone of our democracy.

The public should be allowed to participate remotely at government meetings during this time of public health crisis. There are many proven technologies — Zoom, GoToMeeting, BlueJeans, etc. — which will permit remote access by the public. Allowing the public to participate remotely at the April 16, 2020 Salary Commission meeting is vitally important, given that raises for city officials will be discussed, which is a matter of great interest to the citizenry.

Common Cause Hawaii recommends the following guidelines to allow for true public participation and ensure governmental transparency:

- Postpone routine, non-priority government action until the state of emergency has ended.
- Provide widespread public notice of scheduled government proceedings.
- Provide public access to observe government proceedings via live and recorded video available on government websites.
- Provide public ability to participate in government proceedings via videoconference where possible and, at a minimum, via telephone and submission of written testimony.
- Require all members of the public participating in a meeting or proceeding to be clearly audible and visible at all times, including to the public.
- At the start of the meeting, require the chair to announce the names of any members of the public body participating remotely.
- In the event audio or video coverage of a proceeding or meeting is interrupted, require the presiding official to suspend discussion until audio/video is restored.
- Require all votes to be roll call votes.
- At the beginning of any executive session, require all members of the public body to state that no other person is present or can hear them.
- Record all open sessions of meetings and make such recordings available to the public via a government website.

Common Cause Hawaii respectfully requests that the Salary Commission amends its April 16, 2020 Agenda notice as requested herein and follow the suggested guidance provided by Common Cause Hawaii. We stand ready to support in promoting accountability, transparency, and ethics in our government institutions. Democracy and transparency matter even more in times of crisis.

Very respectfully yours,

Sandy Ma
Executive Director
Common Cause Hawaii

Testimony in Opposition of the Proposed Salary Increase for City Administration

Salary Commission

Thursday, April 16, 2020

Chair Sakamoto, Vice Chair Tamamoto and members of the Salary Commission, aloha kakou. I am Sharlene Chun-Lum, a retired senior taxpaying resident of Halawa, Council District 6. Last year, I oppose the recommendations for raises at the April 2, 2019 and the April 16, 2019 Commission meeting, as it showed a sincere lack of respect and disregard for the citizens of Oahu, most of whom are on lower, limited or fixed incomes.

The 3.5% salary increase was passed back then and now, there is yet another proposal for an increase-3%. Based on the current emergency environment, the proposed rates are not fiscally responsible. I oppose these raises for the following reasons:

- 1) The 7.5% increase previously given over two years is more than generous by any standard. As public servants, they are already being fairly compensated. This would be particularly true for those already making over \$120,000. In addition to their salaries, they have a generous benefits package that must be factored in. When I last did budgets, the additional funds needed for benefits was at more than 50% of the salaried costs. I am not sure what the cost is now but last year the Dept. of Personnel office reported it was more than 60%.
- 2) Across the board raises do not consider actual performance of the individuals receiving this raise. Should we assume that everyone in these positions have performed competently? While I believe City council members are working hard for their modest salaries, several other people in positions on this list are currently under legal review and are not working but still receiving very generous salaries. No work, paid salary and legal defense. And now add a raise in July? This makes no sense.
- 3) Last year, I pointed out that several forecasts for Hawaii's future economy suggested slowing of revenues. This year, with the impact of COVID19, it is incredibly irresponsible to commit the City and therefore, the taxpayers, to more financial obligation, obligation that is an ongoing cost, with less projected income. When I worked for the State during tough budget years, we endured no raises or furlough days to make up the deficit and still provide services. Now, the Governor is proposing a 20% pay cut for teachers and other workers.

It seems almost criminal to offer a 3% raise when so many taxpayers may be facing a 20% cut to their salaries or being laid off. Please reject this raise proposal.

From: Rhonnie Lipke <rhonniehawaii@yahoo.com>
Sent: Wednesday, April 15, 2020 10:32 AM
To: Young, Randall K T
Subject: Proposed 3% Pay Raise

Aloha Salary Commission,

I am sending this to urge, in extremely strong terms, the cancellation of the proposed 2020 pay raise of 3% for all job title holders of the Permitted Action Group. Canceled, not postponed, until Hawaii starts to recover, which could possibly be years.

When Hawaii currently has over 200,000 unemployed, it is outrageous to even remotely consider a pay raise. The Governor has stated that teachers, police officers, fire fighters, EMT, first responders will be amongst those forced to take a 20% pay reduction. That is no way to treat our heroes, who have been risking their lives every day, fighting this virus.

People are going without, unable to pay rent, mortgage, food and bills, and to even consider the 3% pay raise is amoral, and certainly a slap in the face to all who are suffering financially, emotionally and physically. Some may never be able to get back on their feet, and if they do, it is going to take years.

The leadership of Hawaii must heed the needs of the people before placing themselves on a higher plane. Instead, a pay cut would demonstrate empathy, and would be perceived as a heroic gesture. New Zealand's Prime Minister has taken a 20% pay cut, and all cabinet ministers are all doing such. Way to go, New Zealand. Definitely demonstrating that all of the country is in it together.

Please, think of the hundreds of thousands out of work, many without any income, before endorsing a 3% pay raise for what is looked upon as the "elite". We need to take care of each other, not just ourselves.

Thank you for your consideration,
Rhonnie Lipke
94-160 Makapipipi Street, Mililani, Hawaii 96789 Rhonniehawaii@yahoo.com
808-487-8163

From: Paul Kaye <paul.kaye@outlook.com>
Sent: Wednesday, April 15, 2020 12:41 PM
To: Young, Randall K T
Subject: Citizen testimony re: Pay raises

The Mayor, Council members, and City Department heads should NOT be getting raises now or for the foreseeable future.

Paul Kaye
1 Keahole Place, APT 3208
Honolulu, HI 96825

From: Susan Malterre-Htun <susanpmh@gmail.com>
Sent: Wednesday, April 15, 2020 12:28 PM
To: Young, Randall K T
Subject: Salary Raises

Dear Commission Chairman Kevin Sakamoto,

I strongly support Mayor Kirk Caldwell's and Commissioner Brian Tamamoto's recommendation for 0% salary increases for those positions listed for salary increases.

Let not the money recommended for pay raises in February lie fallow. This money should be used each month beginning July 1, 2020, to alleviate the suffering of the numerous Honolulu residents who have little or no income because of the Covid19 Pandemic.

Hawaii Food Bank and Salvation Army are just two of the nonprofits in Honolulu that help Honolulu residents in need and that are overwhelmed at this time.

Cordially,
Susan Malterre-Htun

From: Denise Webb <denisehwebb@gmail.com>
Sent: Wednesday, April 15, 2020 12:08 PM
To: Young, Randall K T
Subject: pay cuts

I understand we are struggling financially, just to start.
It would be unwise to cut teacher salaries at this time, before looking at other expenses (rail, raises for politicians(!)). I am a teacher, and have been working long hours to reach my special education students and their families. The other teachers in my school have put together amazing lessons, are going on-line to teach their classes, and are trying to reach all of their dispersed students to keep them on-track to move to the next grade. Cutting our salaries feels like a slap in the face.
Please don't.

Denise Webb
denisehwebb@gmail.com
808-218-8494

From: Joe Wat <findjoewat@gmail.com>
Sent: Wednesday, April 15, 2020 11:57 AM
To: Young, Randall K T
Subject: RE: Scheduled Pay-Increase for "PIG"

Aloha,

It is drastically inappropriate for Honolulu City Council members to take a 3% pay increase (regardless of its "scheduled" nature) in the midst of the coronavirus pandemic dramatically impacting such a large proportion of the population.

True leaders around the world have foregone their salaries in favor of supporting public services in this time.

With so many people unemployed and so many people facing significant cut backs in hours, pretending like your scheduled pay increase is something "already in the works" and justified is obnoxious.

At the very least, everyone should take the same pay cut as state employees. If teachers loose 20% you should loose 20%. The Mayor should donate his entire salary to food banks. Lets demonstrate some leadership and compassion for the community here.

Joe Wat
327 Hao Street, 96821

From: Konaneakamahina Awo de la Nux <konane.awo@gmail.com>
Sent: Wednesday, April 15, 2020 11:52 AM
To: Young, Randall K T
Subject: Opposition for 3% raises for governor & gov officials

Aloha Salary Commission Members,

I am writing to urge you in the strongest of terms to FOREGO FOR 2020, and not merely to delay, the proposed annual pay raise of 3% for all job title holders of the Permitted Interaction Group.

The good people of Hawaii are reeling financially. Getting back on our feet is going to take a little while. Many business owners, like myself, are currently without any income and. let's face it, we have absolutely no guarantees of what our financial future will look like. We have not received stimulus checks, we have been unable to file and/or process claims for Unemployment Benefits, and the SBA Loans have not materialized for most--if any--of us.

In fact, most of us living and working in Hawaii are far from any reality that includes "an annual pay raise"and the majority of blue collar workers and essential service providers of Hawaii cannot even imagine a guaranteed income of the least of these current salaries of our elected officials. It would be a gross and callous move on the part of the Salary Commission to approve these raises for City & County elected officials when the constituency they represent is going without income and without meaningful financial resource assistance. Not now, not next month, not next quarter, not in 2020.

The rebound is going to be long and difficult for the constituents of Hawaii. I urge you to show your solidarity with them and to FOREGO FOR 2020 all proposed annual PIG pay raises.

Mahalo,
KOnane de la Nux
8 Ulu Loa Cir
Wailuku, HI 96793
konane.awo@gmail.com

From: karen murray <dankaren2002tii@hotmail.com>
Sent: Wednesday, April 15, 2020 11:45 AM
To: Young, Randall K I
Subject: Pay raise for City Officials

It is in my opinion that City Officials do not warrant a Pay Raise. They don't deserve it, and the City, County and State budget can't afford it.

Karen Murray
Haleiwa, HI 96712

From: Vern Shibata <vernshibata@gmail.com>
Sent: Wednesday, April 15, 2020 8:50 AM
To: Young, Randall K T
Subject: ** SPAM ** City Officials Salary Increase

Dear Mr. Young,

I strongly disagree with the Salary Commisison's stance on increasing wages, at this time, for high level City officials! Your decision, being the Chaiman, reflects poor judgement, insensitivity, and lack of common sense in considering a salary raise in these economically troubled times. What makes you think that such raises are deserving this year or even the next?

With the world, and Hawaii, in such economic turmoil, it is beyond my comprehension that you and your commission would even consider salary raises now.

Please explain to me why salary raises makes sense and justified at this time.

I await your explanation.

Sincerely,

Vernon Shibata

vernshibata@gmail.com

Sent from my iPhone

TO: Honolulu Salary Commission

FROM: Natalie Iwasa
808-395-3233

MEETING: Thursday, April 16, 2020

SUBJECT: Minutes from April 3, 2020 Meeting - Comments
Proposed 3% Increase for Mayor, Councilmembers and Director Heads - Opposed
Agenda Notification - Comment

Aloha Chair Sakamoto and Commissioners,

Thank you for this opportunity to provide testimony.

Minutes from April 3, 2020, Meeting

During the April 3 meeting, testimony from a member of the public, Carolee Kubo and Roy Amemiya was read into the record and noted in the minutes.

As you know, the testimony from Ms. Kubo and Mr. Amemiya as reflected in the minutes requested increases for two additional city director heads. Ms. Kubo's written testimony, however, which was posted at least four days after the meeting, seemingly supported the Commission's proposed 3% increases. That part of her testimony was not read into the record but should have been at least mentioned during the meeting and included in the summary of the minutes.

In addition, written testimony from Acting Corporation Counsel Paul Aoki has been included with the written testimonies posted on the Commission's website, but was not even mentioned during the meeting and hence not included in the minutes. Written testimonies are date stamped "20APR07," but it is not clear when the Commission received any of the written testimonies.

In order for people to be able to determine "key information" provided to the Commission, it is imperative that the record reflect that information.

Proposed 3% Pay Raise for the Mayor, City Councilmembers and Certain Director Heads

I oppose all proposed increases for these positions.

Agenda Notification

As I write this on Sunday, April 13, the agenda for the Commission's April 16 meeting has not yet been posted on the Commission's website. I realize this is the last meeting on this matter for the Commission, but **I ask that future Commission agendas be posted on its website in a timelier manner.** (This goes for other city commissions as well.)

cc: Honolulu City Clerk
Ikaika Anderson, Chair of the Honolulu City Council

From: Amber Wong <amberwon@hawaii.edu>
Sent: Wednesday, April 15, 2020 2:34 PM
To: Young, Randall K T
Subject: Opposing 3°Z) pay raises

Aloha,

I am writing in opposition of any pay cuts to any city, state officials that are not teachers, health care workers, front line public health workers or restaurant workers cooking food for take out, store workers. As a parent with 4 children in 3 different schools trying to navigate all the different platforms I am seriously thankful for teachers and all the planning, curriculum wilting, caring, teaching and patience they offer all of my children. Please put that money toward paying our teachers a much higher wage so they will not have to worry about how they will support their own family while supporting ours. If you increase their pay, you will not have such a shortage because they will be paid their worth. Are any of you staying home with your children and helping them with their school work? We as parents now find ourselves responsible for making sure our children pass their current grade. I oversee homework and answer question but going between 4 children in 3 different platforms between preschool through Gth grade??!!! You have no idea how much I appreciate and love those teachers tight now. Please, take your already higher than poverty level pay and allocate those monies to our beloved educators. Give them A/C. Give them training. Give them endless budget for classroom supplies. Give them what they need to succeed so they can be free to help our children do the same.

Mahalo nui,

Amber Granite
Mother of 12, 9, 8 and 4 year old who's schools are at closed due to COVID-19.

Mahalo,

Amber Granite

From: lynnehi@aol.com
Sent: Wednesday, April 15, 2020 1:55 PM
To: Young, Randall K T
Subject: testimony for salary commission meeting april 16, 2020

Please accept this as testimony opposed to any increase in pay. At a time when the State Labor Department is overwhelmed with unemployment applications numbering hundreds of thousands, a pandemic staring us in the face with stay at home orders, many unable to work because their businesses are deemed non-essential and are closed, the governor is proposing a 20% pay cut for state employees, the mayor has asked that you not recommend an increase, it is inconceivable that you would go forward with recommending any increase.

I ask you to recommend that there be no increase and show that you recognize the dire situation of our economy and the disaster that faces us here in Hawaii the United States, and the world.

Please confirm receipt.

Lynne Matusow
60 N. Beretania, #1804
Honolulu, HI 96817
531-4260

From: Michael Golojuch Jr <mgolojuchjr@gmail.com>
Sent: Wednesday, April 15, 2020 8:04 PM
To: Young, Randall K T
Subject: Testimony for Annual Review of Salaries and Salary Schedules

Aloha Chair Sakamoto and fellow committee members,

This testimony is strong opposition to pay raises for any of the City and County elected officials, and other City & County management.

Mahalo,

Michael Golojuch, Jr.
Makakilo Resident

Together we can move mountains.

From: Noriko Wada <samadhicorp@gmail.com>
Sent: Wednesday, April 15, 2020 8:20 PM
To: Young, Randall K T
Subject: (4/16) Agenda Item: Testimony Against Proposed Salary Increase

Aloha Salary Commission Members,

I am writing to urge you in the strongest of terms to FOREGO FOR 2020, and not merely to delay, the proposed annual pay raises (ranging from 3% to 11%) for all Permitted Interaction Group positions listed in tomorrow's Agenda.

We are all undergoing financial hardship, but it is particularly galling to hear that pay raises are under consideration when our first responders and teachers are being furloughed or receiving pay cuts.

In fact, most of us living and working in Hawaii are far from any reality that includes "an annual pay raise" and the majority of blue collar workers and essential service providers of Hawaii cannot even imagine a guaranteed income of the least of these current salaries of our elected officials. It would be a gross and callous move on the part of the Salary Commission to approve these raises for City & County elected officials when the constituency they represent is going without income and without meaningful financial resource assistance. Not now, not next month, not next quarter, not in 2020.

The rebound is going to be long and difficult for the constituents of Hawaii. I urge you to show your solidarity with them and to FOREGO FOR 2020 all proposed annual PIG pay raises.

Mahalo,

Noriko Wada
PO Box 37465, Honolulu Hawaii 96837
samadhicov@gmail.com
(808)954-6114

From: Chelsea Genova <chelseagenova@live.com>
Sent: Wednesday, April 15, 2020 9:57 PM
To: Young, Randall K T
Subject: Opposing 3% raise for city officials

Aloha,

I respectfully am writing to oppose the proposed 3% raise for city officials. Although I am sincerely grateful for all the hard work these officials put in, especially during time of crisis, it is for the same reason that I cannot support this raise.

In light of Gov Ige announcing a potential 10-20% decrease in pay for teachers, nurses, first responders and other essential employees, it would be irresponsible for city officials to take a pay raise given current circumstances.

This sets a poor tone for the community and shows blatant disregard for any type of moral building during these trying times, when the state is facing economic turmoil and struggles financially to navigate this pandemic.

Thank you,

Chelsea Genova
609-204-3576
59-798 Kamehameha Hwy AI
Haleiwa, HI 96712

From: Sarah Afong <sarahafong44@gmail.com>
Sent: Thursday, April 16, 2020 7:43 AM
To: Young, Randall K T
Subject: Pay Raises for City Officials Public Testimony

Council Chair and Councilmembers,

I think it is outrageous that you are planning to go through with this at this time. Although I believe City Department heads should get a pay raise in general, now is not the time. With Pending pay cuts proposed for State workers, how can you all justify approving these raises? It's horrible. No one should be getting a raise at this time. We don't know what's going to happen due to this pandemic. This looks so bad and you all will pay the price once the general public is made aware of these shady actions. Moving forward with this while everyone is all upset and focusing on the Governor. You folks should be ashamed of yourselves. This needs to be proposed again when things are settled and our economy recovers and who knows when that will be. Auwei And you folks wonder why the general public does not trust the government. I hope you do the right thing and vote no on this proposal.

Mahalo,
Sarah Afong

From: Jane Fee <bj77fee@gmail.com>
Sent: Thursday, April 16, 2020 8:43 AM
To: Young, Randall K T

It would be very irresponsible and unethical for any public salaries to be raised durin2 this crisis. Please do the right thing and advise against salary increases!!

Mahalo and Aloha,

Jane Fee

Concerned citizen

From: William Espero <william.espero@gmail.com>
Sent: Thursday, April 16, 2020 12:30 PM
To: Young, Randall K T
Subject: ** SPAM ** NO TO CITY PAYRAISES

Aloha Chair Sakamoto and members of the Honolulu Salary Commission:

I would like to express my objection to any idea of giving City officials a pay raise during these difficult times. I know you are concerned about giving raises while the Governor is talking about furloughs and pay cuts. You are correct that the public would not support that decision.

Please do the proper and correct thing and defer or table this measure. Whatever mechanism you have, reject any pay raises at this time for all City officials.

Thank you for the opportunity to testify.

Will Espero
Ewa Beach

1-808-294-9073

Honolulu Salary Commission

Kevin Sakamoto, Chair
Brian Tamamoto, Vice Chair
Malia Espinda
Diane Peters-Nguyen
Gerald Takeuchi
Dee Wakabayashi
Claire K. M. Yuen

Contact Information

Randall Young (Legislative Analyst)
530 South King Street, Room 501
Honolulu, HI 96813
Telephone: (808) 768-3863
Email: ryoung5@honolulu.gov

**RE: April 16, 2020 Salary Commission Hearing at Honolulu Hale —
Council Chamber**

Aloha Chair Sakamoto and Commission Members:

We are appreciative of your voluntary participation in this commission. Mahalo for your efforts and involvement.

We also understand that so much change has occurred because of this COVID19 pandemic. The circumstances and mindset at the meeting that transpired on February 28, 2020 are certainly very different today.

As you are keenly aware, COVID19 has wrecked havoc not only on our public health; it has also wrecked havoc on our economy. There are predictions that a global recession could last a while.

So many of our residents have become unemployed. The number of residents who have filed for unemployment for the month of March 2020 is about 60,000! Many small business owners are forced to their enterprises. Our residents are now worrying when the next paycheck is going to come from. This is on top of the fact that Hawaii is a very expensive place to live in; many are living paycheck-to-paycheck and thus vulnerable to disruptions.

You may also be aware that *Wallet Hub* recently listed Ewa Beach as having the highest credit card debt in the USA at \$29,658 per household.

We now see long lines for simple staple foods like milk, eggs, and potatoes. In other words, we are experiencing a most drastic economic upheaval of which many of us have not seen in our lifetime.

I'm totally confident that you will agree that now is not the time to increase the salary of any public administrator for this fiscal year, even with possible good justifications.

Although the following item will become a moot point, I'm curious as to why the Band Director was originally singled out for no salary increase at all, as attached in this letter. Was there a rationale given?

I would think that Hawaiian music is an integral part of our Honolulu's heritage and culture. The Royal Hawaiian Band, formed in 1836 by King Kamehameha I, continues to be the longest and only full-time municipal band in the United States. It's the pride of Honolulu. The Royal Hawaii Band makes Hawaii Hawaii.

On the other hand, I can understand why the Corporation Counsel should have a zero increase this year. We are very concerned that Donna Leong, Corporation Counsel continues to be on paid leave since on or around January of 2019.

We are also concerned that Keith Kaneshiro, County Prosecuting Attorney continues to be on paid leave since on or around March 2019.

The City and County of Honolulu is fortunate to have many responsible employees who are dedicated to public service and serving the public good.

At this time, we must also recognize the invaluable services performed by our essential workforce — sanitation, grounds and mechanical maintenance, clerical and computer support, transportation operators like The Bus and handi-van, EMS, HPD, HFD, Ocean Safety and so on.

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These essential warriors are the ones holding our society intact and servicing residents through significant sacrifices and services. Any available salary increase funds should be allocated to them first.

Furthermore, I have very severe concerns that full public participation is being curtailed as the basis of COVID19 safety guidelines. Testifiers can be admitted each person at a time for physical distancing. Masks could be required:

***TESTIMONY:** Only written testimony will be accepted. Written testimony may be emailed to Randall Young, Commission Aide, at ryoung@honolulu.gov for distribution at the meeting. If submitted, written testimonies, including the testifiers address, e-mail address, and phone number. may be posted by the City Clerk and available to the public on the City's DocuShare website.*

*Persons wishing to attend the meeting may enter Honolulu Hale through the Diamond Head side entrance. Access is allowed for anyone who has business with the City. Upon signing in, an ID is required which is exchanged for a visitor pass/badge. No oral testimony **will be allowed, due to COVID- 19 safety guidelines.***

Please reconsider the oral testimony part. The public must be able to present oral testimony as part of civic participation.

Thank you again for your voluntary services that you accepted when nominated by the Mayor and City Council.

We all hope for better days soon. In the meanwhile, the city must prepare to face one of our biggest financial challenges in the foreseeable future through strict fiscal prudence i.e. no salary increases this fiscal year.

Sincerely,

Choon James

**55-052 Naupaka Street
Laie Hawaii 96762
ChoonJamesHawaii@email.com
1 808 293 8888**

ATTACHMENT: April 16, 2020 Agenda